



DEPARTMENT OF THE ARMY
HEADQUARTERS, US ARMY ARMOR CENTER AND FORT KNOX
50 3RD AVENUE, SUITE 305
FORT KNOX, KENTUCKY 40121-5230

REPLY TO
ATTENTION OF:

Expires 10 February 2008

ATZK-EO (600)

10 February 2006

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters
Directors and Chiefs, Staff Offices/Departments, This Headquarters


SUBJECT: Fort Knox Policy Memo No. 17-06 – Prevention of Sexual Harassment (POSH)

1. Reference AR 600-20, Army Command Policy, 1 February 2006.
2. The policy of the US Army is that sexual harassment is unacceptable conduct and will not be tolerated. Commanders and leaders at all levels must foster a command climate which allows Soldiers to perform their mission without fear of harassment or reprisals. Sexual harassment violates acceptable standards of respect, impartiality, and decency; it interferes with our mission focus and degrades our readiness. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a Soldier or civilian employee is engaging in sexual harassment. Similarly, any Soldier or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.
3. There are several types of behaviors that constitute sexual harassment. These include unwelcome sexual advances or requests for sexual favors as a condition of employment, promotion, or other career decisions. It also includes deliberate or repeated offensive comments, gestures, or physical contact of a sexual nature which creates a hostile or intimidating environment. This definition is all-inclusive—it applies on and off post and to Soldiers, family members, and DA civilian employees.
4. Soldiers and civilians who believe they are being sexually harassed should make it clear that the conduct is unwelcome and offensive. Military personnel who have questions and complaints about sexual harassment should contact their chain of command, EO advisor, the Equal Opportunity Office, Inspector General, Medical Agency, Provost Marshal, Staff Judge Advocate, staff chaplain's office, or the EO hotline at 624-3510. Civilian personnel who have questions or complaints should contact their chain of authority, Civilian Personnel Advisory Center, EEO, or EEOC.
5. Training and awareness programs, coupled with appropriate disciplinary measures against offenders and leader accountability, are the keys. I expect involvement by all leadership, military and civilian, in implementing and enforcing this policy.

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6. The intent of our sexual harassment policy is to foster an environment free from the degrading vestiges of sexual harassment. I am personally committed to the establishment of an environment free of sexual harassment, where all our military and civilian personnel can perform to their full potential.



ROBERT M. WILLIAMS
Major General, USA
Commanding

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